

OFFICIAL GAZETTE



GOVERNMENT OF GOA

NOTE: There are four Extraordinary issues to the Official Gazette, Series II No. 45 dated 4-2-99 as follows:

- 1) Extraordinary dated 4-2-1999 from pages 683 to 684 regarding Notification from Goa Legislature Secretariat.
- 2) Extraordinary No. 2 dated 8-2-1999 from pages 685 to 686 regarding Notification from Goa Legislature Secretariat.
- 3) Extraordinary No. 3 dated 8-2-1999 from pages 687 to 688 regarding Notification from Department of General Administration.
- 4) Extraordinary No. 4 dated 8-2-1999 from pages 689 to 690 regarding Notification from Department of Industries.

GOVERNMENT OF GOA

Department of Co-operation

Office of the Registrar of Cooperative Societies

Order

No. 23-1-93-TS-Vol. XIII/RCS

- Read:- 1) This office Order No. 23-1-93/TS dated 16-7-1997.
2) This office Order No. 23-1-93-TS-Vol. XIII-RCS dated 14-7-1998.

In partial modification of order dated 14-7-1998 referred to above, I, S. D. Desai, Registrar of Coop. Societies, Goa hereby appoint Shri Shripad S. Parab as the Chairman of the Committee of Administrators of Annupurna Labour Contract Coop. Society Ltd., Malpem, Pernem-Goa in place of Shri Uttam Soma Narse, Chairman with immediate effect.

S. D. Desai, Registrar of Coop. Societies.

Panaji, 4th September, 1998.

Order

No. 23-1-97-TS-Cons-NZ-RCS

Read:- Order of even number dated 28-7-98.

This office order No. 23-1-97-TS-Cons-NZ/RCS dated 28-7-98 appointing Shri E. R. Kauthankar, Sr. Auditor, Coop. Societies, North Zone, Mapusa as Administrator of Honda Consumers Coop. Society Ltd. Honda Satari, Goa stands cancelled with immediate effect. Shri Avinash R. Patil, Branch Manager, the Goa State Coop. Bank Ltd., Honda Branch shall continue to function as Administrator of the said society until further orders.

S. D. Desai, Registrar of Cooperative Societies.

Panaji, 22nd September, 1998.

Department of Labour

Order

No. 28/45/93-LAB

The following Award given by the Industrial Tribunal, Goa, Daman and Diu is hereby published as required under the provisions of Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

S. D. Sadhale, Jt. Secretary (Labour).

Panaji, 12th June, 1996.

IN THE INDUSTRIAL TRIBUNAL
GOVERNMENT OF GOA
AT PANAJI

(Before Shri Ajit J. Agni, Hon'ble Presiding Officer)

Ref. No. IT/13/94

Mrs. Harshali H. Kale,
Near Shri Navadurga Temple,
P. O. Mardol, Marcaim Goa.

— Workman/Party I

V/s
M/s CIO Tyres Pvt. Ltd.,
Corlim Industrial Estate
Ilhas Goa.

— Employer/Party II

Workman/Party I represented by Adv. Shri A. V. Nigalye.
Employer/Party II represented by Adv. Shri Suhas Naik.

Panaji, Dated : 26-3-1996.

AWARD

In exercise of the powers conferred by clause (d) of Sub-Section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) the Government of Goa by order dated 14-9-93 bearing No. 28/45/93-LAB referred the following dispute for adjudication by this Tribunal.

1. "Whether the action of the management of M/s CIO Tyres Pvt. Ltd. Corlim Goa, in terminating the services of Smt. Harshali H. Kale, Clerk, w.e.f. 30-12-92 is legal and justified.

2. If not, to what relief the workman is entitled ?”

2. On receipt of the reference, a case was registered under No. IT/13/94 and registered A/D notice was issued to the parties. In pursuance to the said notice, the parties put in their appearance. The Party I (For short “workman”) filed her statement of claim at Exb. 5.

The facts of the case in brief are that the workman was employed with the Party II (For short “Employer”) w.e.f. 1-4-1980. In November 1992, the workers of the Employer went on strike, but the workman did not join the strike initially. However, she was asked by the Manager of the factory not to report for duties till further instructions as she was a female employee and the employees were being intimidated by the striking workers. On or about 5-1-93, the workman received a letter from the employer stating she was retrenched w.e.f. 31-12-92 as no work could be provided to her on account of the strike and she was surplus to the requirements of the employer. The workman’s contention is that the reasons given by the employer for retrenchment are false and fictitious. She was neither offered nor paid compensation at the time of the termination of her services, and hence the action of the employer is in violation of the provisions of Sec. 25F of the I. D. Act, 1947. The workman therefore, claimed reinstatement with full back wages.

3. After the workman had filed her statement of claim, the case was fixed for filing the written statement by the employer. However, on 20-2-96, when the case was fixed for hearing, Adv. Shri Nigalye for the workman and Adv. Shri Suhas Naik for the employer appeared and submitted that the dispute between the parties was duly settled and filed the memo of settlement dated 8-2-96 Exb. 6. The parties prayed that the Consent Award be passed in terms of the settlement. I have gone through the memo of settlement which is duly signed by the parties and I am convinced that the said settlement is certainly in the interest of the workman. I therefore, accept the submission made by the parties and pass the consent Award in terms of the settlement dated 8-2-1996 Exb. 6.

ORDER

1. The Party No. II shall pay Party No. I a sum of Rs. 7,500/- (Rupees seven thousand five hundred only) in full and final settlement in all her claims in the present reference.

2. In view of the above, Party No. I agrees not to pursue the reference and treat her claims in the said reference as settled.

No order as to costs. Inform the Government accordingly.

Sd/-

(AJIT J. AGNI)
Presiding Officer
Industrial Tribunal

Order

No. IRM/CON/SG/ (41)/96/11921

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Hydroflex Equipments Limited, Cacora, Goa, and their workmen represented by the All Goa General Employees Union (CITU), Vasco, Goa, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the ‘said dispute’);

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the ‘said Act’), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji, Goa, constituted under section 7 - A of the said Act.

SCHEDULE

(1) Whether the demands as mentioned in the Schedule ‘A’ annexed hereto and served by the All Goa General Employees Union on the management of M/s. Hydroflex Equipments Limited, Cacora, Goa, are legal and justified ?

(2) If so, to what relief the workmen are entitled ?

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 6th November, 1996.

SCHEDULE - ‘A’

CHARTER OF DEMANDS

- | | |
|----------------------------------|---|
| (1) Wages Structure | : The present wages are very low and they need to be revised with effect from 1-4-1996, as per below norms. |
| (a) Pay scales | : All the present workers of your factory at Cacora should be placed in the pay scales as per Annexure ‘A’ with effect from 1-4-1996. |
| (b) Flat Rise in Basic | : All the workers at Cacora factory to be given a flat rise of Rs. 250/- in their present basic salary with effect from 1-4-1996. |
| (c) Fixed Dearness Allowances | : All the workers be paid Fixed Dearness Allowance equivalent to 50% of their initial basic pay scale with effect from 1-4-1996. |
| (d) Variable Dearness Allowances | : All the workers to be paid Variable Dearness Allowance at the rate of Rs. 3.00 per point beyond AICPI 1000 (1960=100) and same to be revised quarterly in January, April, July and October. |
| (e) Service Increment | : There should be service increments as follows:- |
| | 1-3 years 1 increment |
| | 3 -5 years 2 increments |
| | 5 years and above 3 increments |

There should be proper categorization and promotional opportunities to all the workmen. There should be advance payment to all the workers on 22nd of every month. Loan facilities should be granted to all the workmen for their important needs.

(2) House Rent Allowance : All the workers be paid a monthly house rent allowance at the rate of 30% of the gross salary.

(3) Canteen Allowance : It is demanded that all the workers should be paid Rs. 10/- per day as Canteen allowance.

(4) Special Allowance: All the workers should be paid Rs. 25/- per day for outside work.

(5) Night Allowance: All the workers should be paid Rs. 15/- for night shift.

(6) Rest Room : The workers should be provided with rest room to fulfill their needs.

(7) Uniforms : All the workers should be provided with 2 sets of uniforms per year.

(8) Washing Allowance : All the workers should be paid Rs. 100/- per month as Washing Allowance.

(9) Safety Devices : All the Workers should get safety devices like masks, goggles, aprons caps and other necessary safety equipments.

(10) Paid Holidays & Leave: All the workers should get 12 paid holidays during a calendar year and the following leave facilities.

(a) Casual Leave 10 days

(b) Sick leave 10 days

(c) Earned leave 20 days

(11) Leave Travel Concession: All the workers should be paid Rs. 1000/- per year as Leave Travel Concession.

(12) Transport Allowance : All the workers should get Transport allowance of Rs. 150/- per month.

(13) Rainwear : All the workers should be provided with a raincoat/umbrella per year.

(14) Overtime Allowance : All the workers should be paid overtime allowance double of their wages.

(15) Festival Advance : All the workers should be paid festival advance of Rs. 1000/- per year to be deducted in 5 equal instalments.

(16) Provident Fund Scheme: All the workers should be covered under the Scheme and should be given slips.

(17) Confirmation letters : All the workers should be given confirmation letters after six months stating the date of joining duty and designation.

(18) Period of settlement : The settlement should be effective from 1-4-1996 for a period of 3 years.

ANNEXURE - 'A'

Grade	Categories	Pay Scale
A.	Fitter, Turner, Welder	1500-50-1750-55-2025-60-2325
B.	Asst. Fitter, Asst. Welder, Asst. Turner	1200-40-1400-45-1625-50-1875
C.	Peon, Work Assistant.	1000-35-1175-40-1375-45-1600
D.	Helpers, Attendants, Sweeper.	800-25-925-30-1075-35-1250

Order

No. IRM/CON/SG/(42)/1996/11922

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Hydroflex Equipments Ltd., Cacora, and the All Goa General Employees Union in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the "said dispute");

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act') the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7-A of the said Act.

SCHEDULE

(I) Whether the action of the management of M/s. Hydroflex Equipments Limited, Cacora, Goa, in terminating the services of the following 17 workmen with effect from 11-7-1996, is legal and justified?

(1) Mahadeo Manjrekar,	Turner
(2) Dhananjay Talekat,	"
(3) Abdulazim Soudagar,	"
(4) Dattaji Lotlikar,	"
(5) Kallu Anthony,	"
(6) Nitin Kakodkar,	"
(7) Arun Naik,	"
(8) Waman Gadkari,	"
(9) Lalchand Mandal,	"
(10) Ravikant Nagekar,	"
(11) Rajaram Mandrekar,	"
(12) Nicolas Diniz,	Welder
(13) George Rodrigues,	"
(14) Ramchandra Nalkar,	"
(15) Kishore Gaonkar,	"
(16) Gouresh Sawant,	"
(17) Anthony Rodrigues,	"

(II) If not, to what relief the workmen are entitled?

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 6th November, 1996.

Order

No. IRM/CON/VSC/(20)/96/11987

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Laxmi Engineering Services, Contractor of M/s. Zuari Agro Chemicals Limited, Zuarinagar, and their 8 workmen, represented by the Goa Trade and Commercial Workers' Union, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act'), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7-A of the said Act.

SCHEDULE

Whether the action of the management of M/s. Laxmi Engineering Services, Contractor M/s. Zuari Agro Chemicals Ltd. Zuarinagar in refusing employment to the following 8 workmen, with effect from 17-9-90, is legal and justified?

- (1) Shri Ravindra A. Raikar
- (2) Shri Placain Fernandes
- (3) Shri Ratnakar Naik
- (4) Shri Salu Fernandes
- (5) Shri Kamlakar Patel
- (6) Shri Jose Carvalho
- (7) Shri Damu Naik
- (8) Shri Chandrakant Gosavi

If not, to what relief the workmen are entitled?

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner & Ex-Officio Joint Secretary (Labour).

Panaji, 8th November, 1996.

Order

No. CON-MAP/(27)/1996/12044

Whereas the Government of Goa is of the opinion that an industrial dispute exists between M/s. Kadamba Transport Corporation Limited, Panaji-Goa, and their workman Shri Sadat H. Muzawar, Conductor, represented by Kadamba Transport Corporation & Allied Employees Association, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act'), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7-A of the said Act.

SCHEDULE

Whether the action of M/s. Kadamba Transport Corporation Limited, Panaji, in terminating the services of Shri Sadat H. Muzawar, Conductor, with effect from 24-5-1996, is legal and justified?

If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner & Ex-Officio Joint Secretary (Labour).

Panaji, 12th November, 1996.

Order

No. IRM/CON/(21)/96/12053

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Tarkar Automobiles Pvt. Limited, Panaji-Goa, and their workmen represented by Goa Trade and Commercial Worker's Union, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act'), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7-A of the said Act.

SCHEDULE

Whether the action of the management of M/s. Tarkar Automobiles Pvt. Limited, Panaji-Goa, in refusing to consider the demands of the workers as mentioned in schedule 'A' annexed hereto, is legal and justified?

If not, to what relief the workmen are entitled?

SCHEDULE - A**CHARTER OF DEMANDS**

(1) **Proper Gradation of Workers:** Each worker be properly graded as per his skill and nature of work and be placed in the basic scales given below:—

Grade	Designation	Pay-Scales
1	2	3
I.	Helper	600-40-800-50-1050-60-1350- 5 5 5
II.	Assistant Mechanic	800-55-1075-65-1400-75-1775 5 5 5
	Assistant Electrician	
	Tool-in-charge servicing-man	

III. Mechanic, Black-Smith, 1000-65-1325-75-1700-85-2125
Mistry, Electrician 5 5 5
Tin-Maker, Clerk.

IV. Sr. Mechanic 1200-75-1575-85-2000-95-2475
Supervisor 5 5 5

(2) **Fixed Dearness Allowance (FDA)** : It is demanded that each workman be paid a fixed Dearness Allowance at the rate of Rs. 200/- per month towards Fixed Dearness Allowance, at AAICPI 700 points (1960=100).

(3) **Variable Dearness Allowance (VDA)**: It is demanded that each workman be paid a Variable Dearness Allowance @ Rs. 1.50 per point rise over and above AAICPI 700 points (1960=100).

(4) **House Rent Allowance (HRA)**: It is demanded that each workman be paid a House Rent Allowance at the rate of Rs. 100/- per month, per person.

(5) **Uniform and Washing Allowance**: It is demanded that each workman be issued two pairs of uniforms per annum; and be paid Rs. 40/- per month towards washing-allowance.

(6) **Overtime Allowance**: It is demanded that over-time payment ought to be paid as per the law in force. Those working on Sunday and weekly-off shall be paid overtime at double the rate of wages and be given a compensatory-off within 10 days from such work.

(7) **Leave Facilities**: It is demanded that each workman be given the following leave facilities:-

Privilege Leave	25 days per annum
Casual Leave	10 days per annum
Sick Leave	10 days per annum
Holidays	12 days per annum

(8) **Special Seniority-Based Increments**: It is demanded that each worker shall be eligible to the following seniority increments:-

Those who have worked for 5 years - 1 special increment
Those who have worked for 10 years - 2 special increments and more

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner & Ex-Officio Joint Secretary (Labour).

Panaji, 12th November, 1996.

Order

No. 24/15/92-LAB-Part (I)/3053

In continuation to Order No. 24/2/93-LAB dated 26-8-96 issued by Jt. Secretary, Labour, Dr. Rajesh Naik, Sr. Physician is sanctioned E. S. I. allowance at the rate of Rs. 200/- per month with effect from his taking over the charge as Sr. Physician.

R. S. Mardolker, Commissioner & Ex-Officio Jt. Secretary, (Labour).

Panaji, 27th November, 1996.

Order

No. IRM/CON/PONDA/(53)/96/12381

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. Polynova Industries Limited, Cundaïm Industrial Estate, Cundaïm, Ponda-Goa, and their workman Shri Vijaykumar S. Naik, represented by Goa Trade and Commercial Workers' Union, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred as the 'said dispute');

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act'), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7-A of the said Act.

SCHEDULE

Whether the action of the management of M/s. Polynova Industries Limited, Cundaïm Industrial Estate, Cundaïm, Ponda-Goa, in terminating the services of the workman Shri Vijaykumar S. Naik, with effect from 30-1-1995 is legal and justified?

If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner & Ex-Officio Joint Secretary (Labour).

Panaji, 4th December, 1996.

Order

No. IRM/CON/SG/(56)/1996/12380

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of the Madgaon Consumer's Co-op. Society Limited, Margao-Goa, and their workmen, represented by Gomantak Mazdoor Sangh, Khadappa Bandh, Ponda-Goa, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act'), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji, Goa, constituted under section 7-A of the said Act.

SCHEDULE

Whether the demands as mentioned in the Annexure 'A' annexed hereto, and served by Gomantak Mazdoor Sangh on the management of the Madgaon Consumer's Co-op. Society Limited, Margao-Goa, are legal and justified?

If so, to what relief the workmen are entitled?

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 4th December, 1996.

" ANNEXURE - A "

CHARTER OF DEMANDS.

DEMAND No. (1) Scales of Pay:

Grade No. I. 1050-55-1325-60-1625-65-1950. Clerk

Grade No. II. 950-50-1200-55-1475-60-1775. Weighmen.

DEMAND No. (2). **Flat Rise:** Union demands that all the workmen should be given flat rise of Rs. 300/- after adding the amount, they should be fitted in the revised grade.

DEMAND No. (3). **Fixed Dearness Allowance:** Union demands that all the workmen should be given additional rise of Rs. 200/- in the existing Fixed Dearness Allowance.

DEMAND No. (4). **Variable Dearness Allowance:** Union demands that all the workmen should be paid VDA at the rate of Rs. 2.60 per point rise beyond 1200 AICPI (1960-100) and the same should be revised every three months on the basis of point rise during the preceding three months available point of AICPI 1960-100.

DEMAND No. (5). **House Rent Allowance:** Union demands that all workers should be paid HRA at the rate of Rs. 20/- per month.

DEMAND No. (6). **Travelling Allowance:** Union demands that all the workers should be paid TA at the rate of Rs. 100/- per month.

DEMAND No. (7). **Leave:** Union demands that leave should be granted as mentioned below:-

- (a) **Earned Leave:** Union demands that earned leave should be given at the rate of 35 days leave every year.
- (b) **Sick Leave:** Union demands that 12 days sick leave should be given to each workmen per year, as the ESIC does not pay the wages for first two days of sickness.
- (c) **Casual Leave:** Union demands that all the workers should be given Casual Leave at the rate of 12 days CL per year.

DEMAND No. (8). (a) **Uniform:** Union demands that all the workmen should be provided with two sets of Uniforms per year in the month of February.

(b) **Washing Allowances:** Union demands that all the workmen should be paid Washing Allowances at the rate of Rs. 40/- P. M.

(c) **Seniority increments:** Union demands that all the workmen should be given seniority increments as under:-

Those workmen who have completed more than two years should be given two increments and those workmen who have put less than two years service should be given One Increment.

DEMAND No. (9). **Medical Allowance:** Union demands that Rs. 1200/- should be paid towards the Medical Allowance per year.

Union reserve the right to amend, add, delete any clause of the Charter of Demands during the time of negotiations.

Order

No. IRM/CON/PONDA/(100)/96/12372

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. MRF Limited, Ponda-Goa, and their workman Shri Dayanand K. Powar, represented by the Goa MRF Employees' Union, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Dispute Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act'), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7-A of the said Act.

SCHEDULE

Whether the action of the management of M/s. MRF Limited, Ponda-Goa, in terminating the services of Shri Dayanand K. Powar, with effect from 2-8-1996, is legal and justified?

If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 4th December, 1996.

Order

No. IRM/CON/PONDA/(102)/1996/12373

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s. MRF Ltd. Ponda-Goa, and their workman represented by Goa MRF Employees Union, in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act'), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7-A of the said Act.

SCHEDULE

Whether the action of the management of M/s. MRF Limited, Ponda-Goa, in terminating the services of their workman Shri Gurudas Naik, with effect from 16-8-96, is legal and justified?

If not, to what relief the workman is entitled?

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 4th December, 1996.

Order

No. IRM/CON/SG/(61)/96/12382

Whereas the Government of Goa is of the opinion that an industrial dispute exists between the management of M/s Naseem Creations (India), Sancoale Industrial Estate, Sancoale, and their workmen represented by Goa Trade and Commercial Workers' Union in respect of the matter specified in the Schedule annexed hereto (hereinafter referred to as the 'said dispute');

And whereas the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the 'said Act'), the Government of Goa hereby refers the said dispute for adjudication to the Industrial Tribunal of Goa, Daman and Diu at Panaji-Goa, constituted under section 7-A of the said Act.

SCHEDULE

Whether the demand for payment of 20% bonus for the accounting years 1993 - 94 and 1994 - 95 served on the management of M/s. Naseem Creations (India), Sancoale, by Goa Trade and Commercial Workers' Union, is legal and justified?

If so, to what relief the workmen are entitled?

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 4th December, 1996.

Department of Law and Judiciary**Law (Establishment) Division****Order**

No. 4-8-96/LD

Government of Goa is hereby pleased to accept the notice of voluntary retirement given by Shri F. N. Tavora, the then Civil Judge Senior Division and Chief Judicial Magistrate, Margao (now President, Administrative Tribunal) Panaji-Goa w.e.f., 16-11-1998 (after office hours).

By order and in the name of the Governor of Goa.

A. S. Awale, Under Secretary (Law).

Panaji, 14th December, 1998.

Notification

No. 5-40-98/LD (7)

In exercise of the powers conferred by section 3 of the Notaries Act, 1952 (Central Act 53 of 1952) read with rule 8 of the Notaries Rules 1952, the Government of Goa, is pleased to appoint Shri Anant

Chandru Panshekar, as a Notary for a period of five years in Satari Taluka, with effect from 21-1-1999.

By order and in the name of the Governor of Goa.

A. S. Awale, Under Secretary (Law).

Panaji, 21st January, 1999.

Notification

No. 5/40/97-LD (3)

In exercise of the powers conferred by section 3 of the Notaries Act, 1952 (Central Act 53 of 1952) read with Rule 1956, the Government of Goa is pleased to appoint Shri Ramkrishna Ramdas Kamat, Advocate as a Notary for a period of five years in Canacona Taluka from 22-1-1999.

By order and in the name of the Governor of Goa.

A. S. Awale, Under Secretary (Law).

Panaji, 22nd January, 1999.

Court of District and Session Judge**List of holidays and vacations for the year - 1999**

The following is the list of Holidays and Vacations for the year-1999, fixed by the District and Sessions Judge, Panaji, for the Courts and Offices in North Goa District with the approval of the Hon'ble High Court:—

Sr. No.	Holidays	Date	Days of the week
1	2	3	4
1.	New Year's Day	01-01-99	Friday
2.	Id-ul-Fitr (Ramzan Id)	20-01-99	Wednesday
3.	Republic day	26-01-99	Tuesday
4.	Holi (Second day)	02-03-99	Tuesday
5.	Gudi Padwa	18-03-99	Thursday
6.	Ram Navami	25-03-99	Thursday
7.	Bakri Id	29-03-99	Monday
8.	Good Friday	02-04-99	Friday
9.	Dr. Ambedkar's Jayanti	14-04-99	Wednesday
10.	Shivaji Jayanti	17-04-99	Saturday
11.	Muharrum	27-04-99	Tuesday
12.	Budha Purnima	30-04-99	Friday
13.	Maharashtra Day/May Day	01-05-99	Saturday
14.	Gokul Ashtami	03-09-99	Friday
15.	Ganesh Chaturthi	13-09-99	Monday
16.	Ganesh Chaturthi (second day)	14-09-99	Tuesday

1	2	3	4	1	2	3	4
17.	Gandhi Jayanti	02-10-99	Saturday	4.	Diwali	07-11-99	Sunday
18.	Dussera	19-10-99	Tuesday	5.	Christmas	25-12-99	Saturday
19.	Diwali (Balipratipada)	09-11-99	Tuesday	as they fall on Sundays and 4th Saturday.			
20.	Bhau-Bij	10-11-99	Wednesday	Summer Vacation			
21.	Feast of St. Francis Xavier	03-12-99	Friday	From 3rd May, 1999 to 6th June, 1999			
22.	Feast of Mary Immaculate			(Both days inclusive)			
	Conception	08-12-99	Wednesday	Winter Vacation			
23.	Eve of Christmas	24-12-99	Friday	From 26th December, 1999 to 31st December, 1999			
No Days have been proposed as holidays on account of				(Both days inclusive).			
1.	Mahaśhivratri	14-02-99	Sunday	Sd/- (N. A. Britto) District and Sessions Judge.			
2.	Id-e-Milad	27-06-99	Sunday	Panaji, 7th January, 1999.			
3.	Independence Day	15-08-99	Sunday				